



DEPARTMENT OF THE AIR FORCE  
HEADQUARTERS UNITED STATES AIR FORCE  
WASHINGTON, DC

7 June 1988

REPLY TO  
ATTN OF:

INF

SUBJECT:

Information Sharing Letter

MS #5429X

PERS L-SR

TO:

SIOS (SEE DISTRIBUTION)

1. This is our third Force Management Information Sharing letter. The objective is simple--to share useful information with you on some of the many actions/issues we are working within the Directorate of Force Management. From the limited feedback we've received, we seem to be achieving our objective. If you see it differently, please let me know.

2. By now, nearly all your officers should have been briefed on the revised Officer Evaluation System (OES). We cannot emphasize enough the importance of Sections II (Unit Mission Description), III (Job Description), and IV (Impact on Mission Accomplishment) of the Officer Performance Report (OPR). All three sections are closely tied together, i.e., what is the unit's mission, what is the ratee's job within that unit, and how well does the ratee perform his/her job in relation to the mission. This seems so apparent, but unless raters pay close attention, this inter-relationship may be missed. In Section IV, it's essential that factual, clearly descriptive job performance accomplishments be listed--there is no room for fluff.

3. As you know, the OES is only one segment of the overall officer professional development (OPD) redirection. Several changes to OPD were recently announced by AF/DPX. You will receive word of these changes to education, assignment, and promotion policies soon. We'll assess these changes from an Intelligence officer perspective and advise you as necessary.

4. Again, we look forward to any suggestions you may have regarding our Information Sharing Letter. My POC is Capt Bayer (replaced 1Lt Michael who did an outstanding job on the first two letters), INFC, AV 354-4602.

*Ronald M. Melvin*  
RONALD M. MELVIN, Colonel, USAF  
Director, Force Management  
ACS/Intelligence

1 Atch  
INF Information Sharing Letter

**ASSISTANT CHIEF OF STAFF, INTELLIGENCE  
FORCE MANAGEMENT DIRECTORATE  
INFORMATION ITEMS**

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## INTELLIGENCE JOINT DUTY ASSIGNMENT REQUIREMENTS

The Goldwater-Nichols Department of Defense Reorganization Act of 1986, Title IV, establishes a system for joint officer management. To implement this system, DoD established a Joint Duty Assignment (JDA) list. Air Force Intelligence will have difficulty meeting intelligence JDA requirements due to heavy intelligence (AFSC 80XX) representation on the JDA list, decreasing 80XX field grade manning, current 80XX joint professional military education (JPME) production rate, and the joint duty tour length.

These concerns were identified as a result of ongoing specific functional analyses by INFC, AF/DP, and AFMPC staffs. Some of the significant findings include:

- 15% of JDA positions (444) and 27% of the joint critical positions (97) are designated 80XX positions.
- 26% of total 80XX field grade positions are JDA positions.
- 56% of currently assigned, nondeferred 80XX field grade officers required to fill JDA positions at grade.
- Current 80XX field grade manning at 64% and projected to decrease through 1990. Lieutenant Colonel manning (77%) projected to drop to 54% through 1993.
- Latest AFMPC modeling: 44 80XX Joint PME graduates per year required to meet JDA requirements (Sep 87 estimate had been 30/year). Actual 80XX Joint PME graduate average is 3-9 per year.

Not only are we concerned about the Air Force Intelligence community's capability to support JDA requirements, we believe the combination of increased demand for quality officers in joint duty and declining 80XX field grade manning will leave few quality officers to fill key MAJCOM and Air Staff intelligence leadership positions. We will continue to update you on efforts to work these tough issues involving joint officer requirements.  
(Maj Elliott, INFC, AV 354-4602)

## AIR FORCE INTELLIGENCE BADGE STATUS

After reviewing Air Force badge policy, the CSAF has decided not to act on the December 1987 Air Force Uniform Board recommendation to approve the Intelligence, Engineering, Services, and Special Investigator specialty badges. Development will continue on specialty badges already in AFR 35-10 such as Administration, Communications-Electronics Maintenance, and Aircraft Maintenance/Munitions. At this time we do not anticipate further action on the Intelligence Badge. (Maj Elliott, INFC, AV 354-4602)

## **NATIONAL MILITARY INTELLIGENCE ASSOCIATION AWARD**

The National Military Intelligence Association annually presents the Major General Jack E. Thomas Award to an Air Force Intelligence member for major contribution to the intelligence function, professional excellence, and exceptional dedication to duty. This award is named for Maj Gen Jack E. Thomas, the ACS/I from 16 Mar 63 to 30 Apr 69. This year the competition was exceptionally close among 17 top intelligence professionals. USAF/IN selected Lt Col Walter J. Whitman, Chief of Operations, 497th Reconnaissance Technical Group, USAFE, for the 1987 award. Lt Col Whitman played the leading role in improving quality, quantity, and timeliness of national imagery support for US European Command, US Army Europe, and USAFE. He was also the driving force behind the development of new products which increased the flow of imagery intelligence to the theater's combat units. Congratulations to Lt Col Whitman for his many accomplishments and selection for this prestigious award! Congratulations also to the 16 other superb nominees! (Maj Elliott, INFC, AV 354-4602)

## **STUDY OF INTELLIGENCE PERSONNEL SYSTEMS**

The National Academy of Public Administration (NAPA), which is performing a comprehensive study and comparative analysis of the Civilian Personnel Management and Compensation Systems of the Intelligence Community, submitted an interim report, dated 1 May 88, to the House and Senate Permanent Select Committee on Intelligence. Another interim report is due on 1 Aug 88. To date, much of the effort has consisted of organizing work, establishment of a baseline understanding of the intelligence personnel systems being studied, and the identification of specific issues that will receive close scrutiny in the coming months. NAPA has concluded that the primary areas of study will be total compensation, training and career development, staffing, equal employment opportunity, and future Human Resources Management (HRM) needs of the Intelligence Community agencies. These areas will be examined in the context of whether the present and planned HRM systems will be able to attract and retain the highest quality personnel. The study will be concluded and a final report provided by the DCI to the Oversight Committee on or before 20 Jan 89. (Mrs Hoopes, INF, AV 354-4484)

## **MESSAGE AIG FOR FORCE MANAGEMENT ISSUES**

INFC updated AIG 10847 to include U&S/joint commands. The purpose of the AIG is to disseminate information on intelligence force management issues relating to manpower, personnel classification, utilization and training and may be used by all action and info addressees. (Capt S. B. Hachida, INFC, AV 354-4603)

## LANGUAGE REQUIREMENTS TO SUPPORT INTERMEDIATE-RANGE NUCLEAR FORCES (INF) TREATY VERIFICATION

Although the Air Force is supporting the INF Treaty to the best of its capability, selection and replenishment of Russian linguists to support the treaty continues to be difficult. Recent guidance from the On-Site Inspection Agency (OSIA) establishing the requirement for Russian language proficiency levels of L3/R3/S3 further compounds our difficulty. The pool of individuals with these advanced language skills is extremely limited. Additionally, the training pipeline to bring individuals up to the advanced skill levels needed by OSIA is considerable. This situation also causes concern about our ability to support the impending Strategic Arms Reduction Talks (START) Treaty. It is clear that USAF, as well as all of DoD, foreign language training demands beyond the basic instruction level will dramatically increase. The Directorate of Force Management is working closely with AF/XO, AF/DP, AFMPC, and the other DoD members of the Defense Foreign Language Program (DFLP) to identify all possible avenues to meet and sustain these language needs. (Capt Tarpenning, INF, AV 224-6133)

## UTILIZATION AND TRAINING WORKSHOP (U&TW) FOR GENERAL INTELLIGENCE ENLISTED SPECIALTIES

HQ ATC/TTOI chaired a U&TW of AFSCs 201X0, 201X1, and 206X0 during 18-22 April 1988 at Goodfellow AFB, TX. All reports indicate that the U&TW was an outstanding success and will greatly improve the quality of AFSC-awarding training once the new courses are implemented (currently projected for May 1990). The Goodfellow professionals will go through an extensive process of determining how much the new courses will have to be extended beyond today's courses in order to meet the requirements stated by the users at the U&TW. As you know, the 206X0 course is currently a PCS-length course while both 201XX courses are TDY-to-school courses. Since PCS-length training is resourced differently than TDY courses, our Training Branch is currently documenting the various methods which may be used to acquire the increased funding, if needed. This is an issue you can expect to hear more about later in the summer as we get a firmer grasp on the actual "costs" of the improved courses. (SMSgt Nelson, INFPT, AV 224-6131)

## ENLISTED INTELLIGENCE PROMOTIONS

The basic Air Force enlisted promotion policy is equal selection rates, within mathematical limits, for all AFSCs. Promotion statistics for the FY-89 SMSgt and TSgt cycles are provided below. Rates for intelligence are generally consistent with AF-wide rates.

FY-89 SMSgt Promotions

The FY-89 AF-wide selection rate to SMSgt was 5.62%. Since FY-83, AF-wide selections have averaged nearly 14%. The low FY-89 rate stems from the FY-88/89 force reduction and continued good retention. A reduction in the size of the force equates to a reduction in the number of SMSgts allowed.

<u>AFSC</u>	<u>Eligibles</u>	<u>Selected</u>	<u>Selection Rate</u>
AF-Wide	22,934	1290	5.62%
201X9 (Ops/Tgts)	112	6	5.36%
202X0 (Traffic Analyst)	89	5	5.62%
205X0 (ELINT)	31	2	6.45%
206X0 (Imagery)	42	2	4.76%
207X9 (SIGINT Operator)	124	7	5.65%
208X9 (Linguists)	137	8	5.84%
209X0 (C3CM)	14	1	7.14%
222X0 (Surveyor)	7	1	14.29%
233X0 (Photo Equip Oper)	45	3	6.67%
99606 (HUMINT)	9	1	11.11%

FY-89 TSgt Promotions

The FY-89 AF-wide selection rate to TSgt was 11.24%--a rate that reflects NCO promotions well below the levels of the period FY-83 through FY-87 (ranging from 15.5% to 20.6%). The FY-88 rate to TSgt was 11.1%. Further, TSgt promotions are distributed between AFSCs using the Chronic Critical Shortage (CCS) Skills Program. AFSCs with long-term shortages in SSgt, TSgt, and MSgt grades are identified on the CCS Skills list to receive a slightly higher selection rate at the expense of specialties with better NCO manning. Five intelligence specialties are on the current CCS Skills list and are identified with an \* below.

<u>AFSC</u>	<u>Eligibles</u>	<u>Selected</u>	<u>Selection Rate</u>
AF-Wide	84,753	9524	11.24%
201X0 (Ops Intel)*	289	39	13.49%
201X1 (Tgt Intel)	140	16	11.43%
202X0 (Traffic Analyst)	287	32	11.15%
205X0 (ELINT)*	161	21	13.04%
206X0 (Imagery)	181	20	11.05%
207X1 (Morse Operator)	208	23	11.06%
207X2 (Printer Operator)*	165	22	13.33%
208XX (Linguists)*	721	96	13.31%
209X0 (C3CM)*	35	5	14.29%
222X0 (Surveyor)	27	3	11.11%
233X0 (Photo Equip Oper)	123	14	11.38%
99606 (HUMINT)	10	1	10.00%

(CMSgt Boyd, INFC, AV 354-2740)

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